

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: **A**

DATE:  
**June 27, 2017**

**RECOMMENDATION TO APPROVE AMENDMENTS  
TO RETIREMENT ELIGIBILITY POLICY**

**ACTION REQUESTED**

It is recommended that the Board of Regents of Eastern Michigan University approve the attached amendments to Board Policy 3.4.2.1, *Retirement Eligibility*, effective June 27, 2017.

**STAFF SUMMARY**

Board Policy 3.4.2.1 contains the terms and conditions of retirement eligibility and retirement benefits from the University for all employee classifications. The eligibility criteria for two employee classifications, Food Service and Maintenance and Professional Exempt/Professional Technical is improperly listed in the Board Policy and is inconsistent with the collective bargaining agreements that cover employees in these classifications. The Board therefore authorizes the correction of its Retirement Eligibility policy in accordance with the attached amendments.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

The proposed Board action has been reviewed and is recommended for Board approval.

  
\_\_\_\_\_  
**University Executive Officer**

Gloria A. Hage  
General Counsel

6.27.17

\_\_\_\_\_  
**Date**

### 3.4.2.1. Retirement Eligibility

Effective Date: 1-16-1980

Revision Date: 2-15-2011, June 27, 2017

#### UNIVERSITY POLICY STATEMENT:

Eligibility for retirement from the University is based on a combination of age, ~~and~~ years of service (YOS), ~~and~~ The calculation is determined based upon an employee's classification (E-Class):

The following is a list of benefits currently offered by the University for employees who retire from the University. The University requires employee contributions towards the cost of some or all of these benefits. For a detailed description of these benefits, including the cost to you, please see

<http://www.emich.edu/hr/working/employment/forms.php> <http://www.emich.edu/hr/benefits/index.html>. Where there is an inconsistency between the information contained in this Policy and the applicable collective bargaining agreement, the collective bargaining agreement will govern.

E- Class	EMU Retirement Benefits Eligibility	Employee-paid Health Care with for TIAA-CREF Retirement-Plan Plan Participants	Employee-paid Dental for with TIAA-CREF Retirement-Plan Plan Participants	Life Insurance	Emeritus Status (nominatio n and approval required)	Eligible for Medi-Gap aAfter Age 65 for with TIAA Plan Participants- CREF
AC	Age 50 w/10 YOS	Offered to age 65	Offered for life	\$7,000	15 YOS	Yes
AH	Age 50 w/10 YOS	Offered to age 65	Offered for life	\$7,000	15 YOS	Yes
AP	Age 50 w/10 YOS	Offered to age 65	Offered for life	\$7,000	15 YOS	Yes
CAC	Age 50 w/10 YOS	Offered to age 65	Offered for life	\$7,000	15 YOS	Yes
CP	Age 50 w/10 YOS	COBRA	COBRA	\$4,000	15 YOS	No
CS	Age 50 w/10 YOS	COBRA	COBRA	\$7,000	15 YOS	No
FA	Age 55 w/15 YOS or Age 60 w/10 YOS	Offered to age 65	Offered for life	\$7,000	15 YOS	Yes
FM	Age 55 w/15 YOS or Age 60 w/10 YOS Age 50 w/10 YOS	Offered to age 65 COBRA	Offered to age 65 COBRA	Age 50 w/10 YOS \$7,000	15 YOS	No
PS	Age 50 w/10 YOS	COBRA	COBRA	\$7,000	15 YOS	No
PE/PT	Age 55 w/15 YOS or Age 60 w/10 YOS Age 50 w/10 YOS	Offered to age 65	Offered to age 65	Age 50 w/10 YOS \$7,000	15 YOS	No

- Different eligibility criteria may apply, if retired due to medical reasons (age 40/5YOS)

There is no compulsory retirement age for any employee group. Retirement from Eastern Michigan University affects only the benefits listed above. It does not impact the amount of or your ability to withdraw your retirement annuity

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from either MPSERS or TIAA-CREF, which is determined by the terms of the plan. For information regarding the TIAA-CREF and MPSERS retirement plans contact the benefits office at 734-487-3195.

**Limitations**

Eastern Michigan University in its sole discretion may modify, amend, or terminate the benefits provided with respect to any individual receiving benefits, including active employees, retirees, and their dependents, subject to collective bargaining obligations. Although the university has elected to provide these benefits, no individual has a vested right to any of the benefits provided. Nothing in these materials gives any individual the right to continued benefits beyond the time the university modifies, amends, or terminates the benefits. Anyone seeking or accepting any of the benefits provided will be deemed to have accepted the terms of the benefits programs and the university's right to modify, amend or terminate them.

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E-Class	EMU Retirement Benefits Eligibility	Employee-paid Health Care for TIAA Plan Participants	Employee-paid Dental for TIAA Plan Participants	Life Insurance	Emeritus Status (nomination and approval required)	Eligible for Medi-Gap after Age 65 for TIAA Plan Participants
AC	Age 50 w/10 YOS	Offered to age 65	Offered for life	\$7,000	15 YOS	Yes
AH	Age 50 w/10 YOS	Offered to age 65	Offered for life	\$7,000	15 YOS	Yes
AP	Age 50 w/10 YOS	Offered to age 65	Offered for life	\$7,000	15 YOS	Yes
CA	Age 50 w/10 YOS	Offered to age 65	Offered for life	\$7,000	15 YOS	Yes
CP	Age 50 w/10 YOS	COBRA	COBRA	\$4,000	15 YOS	No
CS	Age 50 w/10 YOS	COBRA	COBRA	\$7,000	15 YOS	No
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FM	Age 55 w/15 YOS or Age 60 w/10 YOS	Offered to age 65	Offered to age 65	Age 50 w/10 YOS* \$7,000	15 YOS	No
PS	Age 50 w/10 YOS	COBRA	COBRA	\$7,000	15 YOS	No
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